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Held at Headquarters, New York, on Friday, 2 July 2004, at 3 p.m.

*President*: Mr. Aliyev (Vice-President) ..... (Azerbaijan)

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*In the absence of Ms. Rasi (Finland), Mr. Aliyev (Azerbaijan), Vice-President, took the Chair.*

*The meeting was called to order at 3.20 p.m.*

**Coordination of the policies and activities of the specialized agencies and other bodies of the United Nations system**

**Panel discussion: Gender mainstreaming in United Nations operational activities**

1. **The President** said that since the adoption of the Economic and Social Council's agreed conclusions 1997/2, entities of the United Nations system had worked to incorporate gender perspectives into their programmes and operational activities. Specialized agencies, funds and programmes, as well as Secretariat departments, had initiated efforts towards gender mainstreaming in data collection, research, analysis and training. United Nations country teams led by Resident Coordinators had also provided support to Governments of host countries as they sought to integrate gender perspectives into their policies, legislation, budgets and data-collection mechanisms. It was in operational activities at the country level that the United Nations gender-mainstreaming policies had the potential to make a significant and positive impact on the lives of women and men. That could occur, however, only if the policies were fully implemented, with appropriate follow-up, monitoring and evaluation. Programme officers and field staff had to be given the proper training and resources, and had to be held accountable for carrying out the gender-mainstreaming mandates of their entities.

2. He then introduced the panellists and moderator. Ms. Noeleen Heyzer was the Executive Director of the United Nations Development Fund for Women (UNIFEM), and before joining UNIFEM had been policy adviser to Asian governments and had played a key role in the formulation of national development policies, strategies and programmes. Mr. Emmanuel Dierckx de Casterlé was United Nations Resident Coordinator and United Nations Development Programme (UNDP) Resident Representative in Morocco, and had served in the past as Resident Coordinator in Mozambique, Division Chief in the UNDP Regional Bureau of Africa, and Resident Coordinator in Chad. Ms. Rosina Wiltshire had served as United Nations Resident Coordinator and UNDP Resident Representative in Barbados and the Eastern Caribbean since 2001; before that she had held a number of posts at UNDP Headquarters, including Deputy Director of the Social Development and Poverty Eradication Division, and Head of Gender in Development. Ms. Jyoti Tuladhar was Senior Gender Specialist in the Bureau for Gender Equality in the International Labour Organization (ILO), where she coordinated gender audits and training; previously she had served as a Senior Specialist in Gender and Women Workers' Issues for the ILO-South Asia Advisory Team in New Delhi, India. The moderator, Ms. Carolyn Hannan, was Officer-in-Charge of the Office of the Special Adviser on Gender Issues and the Advancement of Women, and the Director of the Division for the Advancement of Women.

3. **Ms. Hannan** (Director, Division for the Advancement of Women, Department of Economic and Social Affairs (DESA)), moderator, said that the panel discussion was the first in a series of events organized on the second theme of the Economic and Social Council coordination segment, "Review and appraisal of the system-wide implementation of the Council's agreed conclusions 1997/2 on mainstreaming the gender perspective into all policies and programmes in the United Nations system". The agreed conclusions made specific reference to gender mainstreaming in operational activities, and responsibility for that must be clearly located at both Headquarters and field office levels.

4. A recent assessment of the Common Country Assessments (CCA)/United Nations Development Assistance Framework (UNDAF) process had found that although some progress had been made in mainstreaming gender perspectives into CCA/UNDAF documents less attention had been given to follow-up by incorporating gender issues in country programming. It was important to move beyond diagnosis to applying the outcomes of gender analysis to the planning and implementation of activities. Attention to gender equality also tended to be limited to sectors where gender perspectives were relatively well known, such as education and health. Other critical areas, such as economic development, environment and infrastructure, had been neglected. The importance of gender equality for all areas of development needed to be further emphasized. Inter-agency collaboration had been important for promoting implementation of gender mainstreaming in operational activities, but all country-level theme groups covering

issues such as HIV/AIDS and human rights had to incorporate gender perspectives in their work. Full implementation of gender mainstreaming would not be achieved if all responsibility was left to gender specialists.

5. Other constraints which had been identified included lack of capacity to apply the results of gender analysis at the practical level; inadequate allocation of resources; the lack of mechanisms to ensure monitoring, reporting and accountability; inadequate consultation with and involvement of women's groups and networks; and a lack of systematic collection of relevant data for gender equality and of disaggregation by sex. Identifying ways to increase the systematic reporting of country-level offices to headquarters and ensuring greater dissemination of lessons learned and good practices would be very useful.

6. There had been a number of key questions which had been raised in the review process. How could capacity to carry out gender analysis and apply the findings in a practical matter be facilitated? How could monitoring, evaluation and reporting from field level to headquarters be strengthened? What type of accountability mechanisms needed to be in place to ensure that all staff in operational activities took responsibility for the implementation of gender mainstreaming in operational activities? How could existing gender specialist resources be strengthened where necessary and more effectively utilized? How could United Nations entities in the field enhance support to the gender-mainstreaming efforts of Governments? What types of collaboration with non-governmental organizations (NGOs) would strengthen gender mainstreaming?

7. **Ms. Heyzer** (Executive Director of UNIFEM) said that for gender mainstreaming to be effective there needed to be coherence and sustained attention to the goal of gender equality. Mechanisms of accountability had to be developed and financial and human resources allocated. Gender mainstreaming was not just a technical exercise; it was also political. It required shifts in organizational cultures and ways of thinking, as well as changes in institutional goals, structures and resource allocation. For a long time, women's rights were not seen as part of human rights. Violence against women was a marginalized issue that was on no one's agenda. As a result of a partnership between the women's movement, UNIFEM and the United Nations conferences, women's rights had been placed on everyone's agenda. As a result, national legislation had been changed. Some 22 laws had been changed in Latin America alone. Some 45 countries had national action plans to eliminate violence against women. Even so, the level of violence against women worldwide was still increasing.

8. For a long time it had also been difficult to place the issue of women on the peace and security agenda. Only recently had it become generally recognized that women were not just victims of conflict but agents of change and in fact part of the solution. Decision-making had been influenced by bringing together members of the Security Council and women from conflict zones. It was gratifying to note that new opportunities had come out of many conflict zones in the form of new constitutions and legal frameworks. A good example was that of Rwanda, where the legal framework of land rights had been changed so that women could for the first time own property and thereby revitalize the agricultural economy. Rwanda was now the country with the highest percentage (49 per cent) of women in Parliament.

9. For a long time, combating HIV/AIDS had been regarded as simply a health problem, but as an epidemic it was also a gender problem. It was extremely important to incorporate the gender perspective in HIV/AIDS prevention, treatment and care. What happened was that women were removed from the productive sector in order to take care of the sick and dying, and girls were taken out of school.

10. The terminology of gender mainstreaming was still inaccessible to many people, and the subject needed to be reinvigorated with the passion, urgency and politics of making things work on the ground with the right kind of mechanisms and resources. At the United Nations level gender mainstreaming had to come from the very top of the Organization, and not just from understaffed and underfunded gender units. Gender mainstreaming was supposed to be cross-cutting, yet there was a serious institutional deficit in the United Nations system when compared with the situation of human rights, which through a strong Centre had established a coherent understanding of what it meant. With boldness in implementation, gender mainstreaming in United Nations operational activities would bring about gender equality, women's rights and gender justice.

11. **Mr. Dierckx de Casterlé** (United Nations Resident Coordinator and UNDP Resident Representative in Morocco) said that although Morocco was making substantial progress in many ways, its women were making less progress than its men. While 100 per cent of Moroccan boys were in school, that was not yet the case for girls. Gender mainstreaming in Morocco had to address those gender disparities in major policy orientations, priority choices and development programmes. The objectives were to promote change in legislation, policies and programmes and to promote institutional change in terms of culture, structures and procedures. Without institutional change, gender equality objectives could not be achieved. The sectoral approach had proved to be inefficient, and projects targeting specifically women did not necessarily yield gender equality. Equality of treatment did not guarantee equality of results. The instruments for achieving gender mainstreaming were gender-based diagnosis, gender-sensitive human resources management, including new budgeting procedures, and monitoring and evaluation based on gender indicators. CCA/UNDAF was working extremely well in Morocco under the leadership of UNIFEM. As far as UNDP was concerned, a gender analysis had been undertaken with UNIFEM of all current programmes and projects in Morocco.

12. In the past 10 years Morocco had undertaken a very profound reform of its legislation family to ensure that men and women were equal before the law. Morocco had also initiated a very comprehensive gender-sensitive budgeting exercise in which the Ministry of Finance examined all the country's facts and figures in order to see whether or not they were helping the lot of women. There was much greater participation by women in public spheres in general. The Moroccan Ministry of Education had been very active in promoting gender equality through the revision of curricula and textbooks. Under the reform of family law, which had been approved by Parliament and now needed to be implemented, husbands and wives enjoyed joint responsibility and equality in terms of rights and obligations. The minimum age of marriage, which had been 15 for girls and 18 for boys, was now 18 for both. While in the past a marriage could be dissolved by the husband repudiating the wife, either party could now seek a divorce before a judge, who would try to reconcile them, and if he or she failed would pronounce a divorce. In the event of a divorce, the children of the marriage used automatically to live with the father, and the mother was not allowed to remarry unless she renounced her right of custody. Now, the children lived with their mother until the age of 15, when they had a free choice, and the wife was able to remarry. Morocco had undertaken those reforms entirely on its own, although the United Nations had been very much involved through the empowerment of civil society, especially by supporting active NGOs. The United Nations had examined all Morocco's family codes and the consolidation of rights within the framework of the Convention on the Elimination of All Forms of Discrimination against Women, and had found that Morocco was now fully abiding by its international agreements. The magistrates in Morocco's new family courts, some of whom were women, would be receiving training in gender equity from the United Nations system.

13. **Ms. Wiltshire** (United Nations Resident Coordinator and UNDP Resident Representative in Barbados and the Eastern Caribbean) said that although the Caribbean region had made a great deal of progress in the area of gender equality, it was currently experiencing reversals linked to global trade arrangements, loss of subsidies, increasing poverty and the spread of HIV/AIDS. Women were more highly educated than men but were held back by poverty, which was one of the principal challenges to gender equality. Environmental degradation and related crises created further obstacles, and the resulting dislocation hit women hardest. Violence was also a challenge, whether in the home, at school, in the community or in society. Domestic violence included the physical abuse of boys and sexual abuse of girls, which led to crime, sexual promiscuity and HIV/AIDS. The Caribbean had the highest rate of HIV/AIDS after sub-Saharan Africa, and it was spreading rapidly among women and girls.

14. Looking to the future, she said that the Millennium Development Goals provided an excellent tool for monitoring and translating policies into practice. When monitoring systems were in place, issues were taken more seriously. There was, however, a major statistical gap, and in the absence of data on poverty myth tended to replace reality in the formulation of policy, which was extremely dangerous.

15. Capacity development and leadership training were critical, and must include an emphasis on emotional and spiritual intelligence. Mental training brought understanding, but emotional intelligence was

essential in the fight against HIV/AIDS, if behaviour was to be changed. More resources must be allocated to gender issues, and global governance instruments and instruments of the World Trade Organization needed to be more democratic. Democracy and decentralization at the global and local levels had a very positive effect. India served as a good example of a society where local women played a strong role in community affairs. In that respect, it was essential for the United Nations to be a model of gender equality if it was to have the maximum impact on institutions and on the setting of priorities in local budgets.

16. **Ms. Tuladhar** (Senior Gender Specialist, ILO Bureau for Gender Equality) said that since October 2001 ILO had been conducting a series of ground-breaking "gender audits", both at Headquarters and in the field. The process had begun as a self-assessment exercise within the institution: ILO dealt with the world of work, and therefore adopting a gender perspective meant first understanding the roles of both men and women within that context and then institutionalizing the gender perspective. Among the twelve key issues that had guided the audit were: current gender issues; mainstreaming in the implementation of programmes and technical cooperation activities; information and knowledge management; advocacy products and public image; decision-making on gender mainstreaming; staffing and human resources; and perception of the achievement of gender equality. Assessments were made by the individual work units, not by outside evaluators.

17. The audits had provided some good examples of research and technical cooperation projects that included data disaggregated by sex, gender analysis, gender-equality objectives, indicators, conclusions and strategies for the future. However, it had also indicated several areas that still needed to be addressed. Institutional documents had been analysed; many were found to be gender-blind and there was confusion about gender-related terminology. Moreover, when gender issues were discussed there was an overall focus on women rather than on gender relations. There was a need to include gender indicators within the global framework and to promote an organizational culture to facilitate gender integration.

18. Turning to what the audit had achieved, she said that one of the most interesting aspects was the "self-transformative" experience resulting from the self-reflection, team-sharing and learning at the work-unit level, which had been necessary to conduct the audit. In a more general way, the audit had turned gender mainstreaming into a shared policy objective within ILO, making the entire organization accountable.

19. The audit should not be regarded as a one-time exercise, but rather as a monitoring tool not only within ILO, but for its constituents. Several ILO members had expressed an interest in learning more about the audits; labour organizations of Sri Lanka and Indonesia had requested ILO to launch similar programmes in their countries, and United Nations offices in Zimbabwe and Viet Nam were also planning to conduct their own gender audits. As the audit had progressed it had been refined. It could now be extended as a diagnostic tool, a needs assessment tool and a monitoring tool, outside the United Nations and to States.

20. **Ms. Hannan** (Director, Division for the Advancement of Women (DESA)), speaking as moderator of the panel, invited questions from the floor.

21. **Mr. Davidse** (Netherlands), speaking on behalf of the European Union, asked the Resident Coordinators what successful strategies they recommended to ensure that gender issues were not overlooked. He asked Ms. Heyzer to enumerate the most important criteria to be met in order to involve everyone in gender mainstreaming and to explain the role of visibility in putting theory into practice.

22. **Mr. Rojas** (Chile), referring to the General Assembly resolutions sponsored by Chile on the participation of women in the United Nations, affirmed his country's firm support for women's rights and gender mainstreaming. His delegation was in favour of achieving more balanced gender representation through the promotion of more women candidates for elective posts, including in all courts, tribunals and specialized agencies.

23. **Mr. Fox** (United States of America) said that he would like to hear from the United Nations Resident Coordinators what action they had taken or could take to increase the seniority of members of gender theme groups, a matter which needed more attention in the light of the report of the Secretary-General (E/2004/59). He asked the Resident Coordinator in Morocco to clarify the role of the United Nations in promoting legal reform in that country. Turning to the

"hard" areas of gender mainstreaming, he said that gender audits had often shown that United Nations operational activities were neglecting gender perspectives; he asked how the situation could be corrected. He appreciated the self-critical approach described by the representative of the ILO Bureau for Gender Equality and wondered how that organization could share with other agencies its assessment of the "hard" areas where gender mainstreaming had not progressed. He also wished to know how men could be given a greater role in incorporating the gender perspective into ILO activities.

24. **Mr. Moutari** (Observer for the Niger) said he had noted that the Security Council, in its resolution 1325 (2000), had called for a gender perspective to be included in all peacekeeping operations, and that the Secretary-General had asked countries contributing troops and civilian police personnel to increase the number of women in their contingents. He wondered how best to implement the decisions of the Security Council and other United Nations bodies regarding gender mainstreaming in peacekeeping operations, since the military and the police were particularly conservative institutions which were far from reaching gender parity.

25. He had found the information provided by the United Nations Resident Coordinator in Morocco useful for countries such as the Niger, whose culture, like that of Morocco, had been shaped by Islam. As changes in matters like family law must be approached carefully, the experience of the United Nations in Morocco was valuable and should be shared. The experience of reforming land tenure law in Rwanda was also useful. Great progress had been made with the help of the United Nations, but for the sake of consistency the United Nations and agencies such as the International Labour Organization, United Nations Conference on Trade and Development and United Nations Children's Fund should focus on a single, harmonized goal, as was already the case with UNIFEM.

26. **Mr. Stanislaus** (Grenada) said he had been gratified to hear that the situation of women in the Caribbean had improved substantially. He asked if the United Nations Resident Coordinator in Barbados could indicate why women and girls in the Caribbean had achieved more in terms of education than men and boys, and how the region compared to other regions in the matter of women's representation in parliament and decision-making positions.

27. **Ms. Heyzer** (Executive Director of UNIFEM) said that she would first address the question of the representative of the Netherlands, which had focused on how to make gender equality and mainstreaming "everybody's business". The first step was to realize what was at stake and to understand why action was urgently needed. The issues of economic growth, eradicating poverty, combating HIV/AIDS and upholding peace and security could not be tackled without considering gender. If gender considerations were ignored, any solutions proposed would be incomplete, and resources would be wasted. Gender mainstreaming therefore made good policy sense. The next step was to give more visibility to positive examples of action by sharing experiences and building a knowledge network. She recalled that when she had approached the World Bank in 1999 to gather support for a campaign to end violence against women, she had been told that the task would be too difficult. The World Bank had nevertheless funded a World Bank-UNIFEM network which had exploited the knowledge of women all over the world regarding ways to change laws on domestic violence. By 2004, the World Bank had made ending violence against women a priority, having realized that such violence destroyed communities and capacity for action. It had realized that investing in women accelerated improvements in economic, social and democratic development and security.

28. The United Nations must enter into the right partnerships at the right time, in order to encourage progress. Although 175 Member States had signed the Convention on the Elimination of All Forms of Discrimination against Women, the findings of the Committee on the Elimination of All Forms of Discrimination against Women were not routinely reflected in the CCAs and UNDAFs. The Organization should not shrink from linking its normative activities with its operational activities, or its worldwide activities with its local activities, as that would produce results.

29. **Mr. Dierckx de Casterlé** (United Nations Resident Coordinator in Morocco) said that Member States should continue to demand results from United Nations operational activities. They should make sure that gender issues were given a major role in any new CCA/UNDAF, since the opportunity to determine

policy in that way would not return for another five years.

30. The United States representative had asked about gender theme groups and legal reform. In the case of Morocco, gender theme groups had proved very effective, bringing together the Government, UNIFEM, bilateral donors and NGOs. The reform of family law had been achieved by harnessing the will of the people and the will of those in power. That had involved exerting gentle pressure, conducting studies and analyses of the inequity and inadequacy of the Code and demonstrating that if the situation of women and girls was not improved, the Millennium Development Goals would not be fully achieved. The World Bank had played a vital role by providing sustained assistance for UNIFEM, other United Nations bodies and women's groups.

31. The representative of the Niger had accurately described the delicate task of bringing about change in Muslim countries, many of which had accepted most of the provisions of United Nations human rights law while placing reservations on other provisions which dealt with women's rights, for cultural and religious reasons. Morocco's Head of State, as the country's spiritual leader, had helped to translate into practice the proposed changes in family law by deeming them fully compatible with national cultural and religious beliefs. Enforcement of the new Code was in the hands of the new family courts. The countries of the Arab world could profit from the successes of Morocco and Tunisia in particular.

32. **Ms. Wiltshire** (United Nations Resident Coordinator and UNDP Resident Representative in Barbados and the Eastern Caribbean), referring to the questions and comments of the representatives of the Netherlands, the United States of America and the Niger regarding operational methods, said that UNIFEM played a central role at monthly heads-of-agency meetings, which helped to shape the UNDAF, CCA and Millennium Development Goal policies. However, policy-making was hampered by the weakness of data collection in the Caribbean. Only Jamaica and Trinidad and Tobago had up-to-date information on living standards, and ministries compiled data only along thematic lines. Action was being taken to improve statistical capacity, but even if deficiencies existed, a strong will and joint effort could bring progress.

33. In Barbados and the countries of the Organization of Eastern Caribbean States, the gender theme group had tended to be isolated from other theme groups. However, the terms of reference for each of the four theme groups for the region included gender issues, requiring the presence of a gender expert in all cases.

34. With regard to the "hard" areas of gender mainstreaming, progress depended on having the necessary resources and improving capacities. If global policy and local policy could be suitably connected, so that local staff understood that the matter was taken seriously by Headquarters, mainstreaming would become a reality. Policy instruments had been improved by being linked to the Millennium Development Goals and through consultation between the private sector, Governments and women's groups.

35. Turning to the questions of the representative of Grenada about the gender gap in educational achievement and women's representation in decision-making posts, she said that opening up positions of influence to women had produced rapid gains in levels of education and health. In her view, the rapid gains had happened because of a customary gender bias in Caribbean society, which required girls and women to be disciplined and take on many roles, while failing to require the same discipline and versatility of boys and men. Male children were being disadvantaged by that lack of discipline, leaving them unable to cope with the demands of the modern world. Boys still failed to see the link between education and earning power. Until that perception changed, they would be outperformed by girls.

36. **Ms. Tuladhar** (Senior Gender Specialist, ILO Bureau for Gender Equality) said that, as was clear from the gap between theory and practice, gender mainstreaming was not yet "everybody's business". The first achievement of the gender audits conducted by ILO had been to replace high-level strategy decisions, which were seen as an outside imposition, with self-imposed goals, which were seen as attributing personal ownership of a policy. The second achievement of the gender audits had been to promote a budget line for gender matters in every project. The gap between theory and practice also existed in the field of increasing women's participation in decision-making; it was easy to talk of goals, but much harder to translate them into action. By introducing the concept of assessing needs and using indicators to measure whether those needs were met, ILO had made it the

business of its broad constituency of Governments, workers and employers to increase the participation of women. A further move in that direction had been made in the Asia-Pacific region, where results in gender mainstreaming had been made a component of the performance appraisal of each member of staff. That increased ownership and accountability.

37. The United States representative had asked about the role of men in incorporating the gender perspective into operational activities. ILO had examined the influence of men and masculinity on employment issues. It had pointed out that while women bore the brunt of discrimination in the award of social protection benefits and victimization in the informal sector, men were the main victims of workplace hazards. It had also underlined that the effects of HIV/AIDS could not be considered without including the role of men.

38. With regard to the replication of experience, ILO had focused its efforts within the United Nations system and Government departments. That was consistent with the conclusions resulting from the gender audit process: ownership of policy increased wherever it was determined by the wants and needs of Governments or United Nations teams on the ground. The existing ILO manuals and instruments, which concentrated on labour-related institutions, labour inspectorates and social protection systems, were being altered to meet the needs of gender mainstreaming.

39. **Ms. Rivington** (Canada) said that she welcomed the panellists' broad discussion of governance issues, such as collecting data, developing a deeper understanding of men's and women's sides of the gender equation, linking normative and operational activities and analysing policy to provide advice for decision makers. To the traditional fields of health and education had been added such other areas as economic growth, poverty and HIV/AIDS. She appreciated the effort to demystify the policy language used, since it could easily become a barrier rather than a pathway to understanding. She asked how accountability and visibility could be enhanced, and what steps remained to be taken to ensure successful gender mainstreaming.

40. **Mr. Thümmel** (Germany) said that the presence of UNIFEM in the field was slender, and was usually identified with the Resident Coordinator. He asked to what extent the United Nations system saw gender mainstreaming as a joint issue, and how it worked in countries with no UNIFEM field presence.

41. **Mr. Cronenberg-Mossberg** (Sweden) asked why sectoral approaches had proved to be inefficient in Morocco. He would also like to hear more about gender-sensitive budgeting. It seemed that a gender perspective on agriculture and water issues was unavoidable, since women were the most directly involved in both those areas.

42. **Mr. Benmellouk** (Morocco) said that the reform of family law in Morocco was the beginning of a process which was ongoing. However, the statement that the man was the head of the household might allow the mistaken impression that the woman was considered his servant. The law had always guaranteed equality for women; any discrimination encountered by women was not the fault of Islam. The designation of the man as head of the family did not make the woman unimportant. In fact, women's participation in government was a priority of the current administration. Furthermore, he would be interested to know the percentage of Resident Representative posts held by women.

43. **Ms. Heyzer** (Executive Director of UNIFEM) said that the physical presence of a UNIFEM representative in the field was not really necessary, as the agency saw itself as a provider of knowledge products and services. It had a field presence in most subregions, which was adequate to fill that role. Its challenge was to support country teams in new ways through the use of technology to provide gender programmes and services as needed.

44. With regard to the UNIFEM experience in Rwanda, she said that in 1994 the agency had stayed in the country and supported the Government by setting up a unit in the National Assembly to review laws for gender discrimination and change them where necessary. Many of the men had been killed, while women had had no incentive to return to the land, as they had lacked ownership or inheritance rights. After reform of the land and inheritance laws, they had gone back to their land and led the recovery in the critically important agricultural sector. An education and advocacy campaign had been required, however, to show that the reform efforts were serious. Similar experiences with legislative reform in Morocco and the Caribbean would not have succeeded, however, without a gender-sensitive Resident Coordinator.

45. As for different outcomes for boys and girls in education, three elements must be present for both boys and girls to succeed: capacity, opportunity and agency or empowerment. In many countries women had achieved a high level of capacity, but unfortunately, lack of opportunity and agency had led to out-migration of educated women. In closing, she said that in order for gender mainstreaming to take hold, the legal policy framework, institutions, budgets and public, private sector and inter-agency partnerships must be in place.

46. **Mr. Dierckx de Casterlé** (United Nations Resident Coordinator and UNDP Resident Representative in Morocco), in response to questions on how accountability could be enforced, said that it required a commitment on the part of local United Nations representatives, who should ask to see the matrices for UNDAFs and CCAs to ensure that they embodied a human rights and results-based management approach. In answer to questions on why a sectoral approach did not work adequately, he said that, while such an approach incorporated classical development activities like girls' schooling and maternal health programmes, it did not allow for systemic change. Most projects went out without gender analysis or gender-disaggregated figures. In the area of human rights, for example, most countries guaranteed most civil and political rights, but many economic, social and cultural rights had not been addressed at all.

47. Morocco provided a good example of systemic change. Once its Parliament had adopted the new family law, the codes on nationality, labour and criminal procedure, among others, had needed adjustment to harmonize with it. The process of legislative reform was comprehensive and ongoing. He pointed out that the United Nations generally worked with the elite in a country, and that the people at the grass-roots level usually did not have the same awareness of the political context of its actions. He was optimistic that the Millennium Development Goals would be met on schedule in Morocco.

48. **Ms. Wiltshire** (United Nations Resident Coordinator and UNDP Resident Representative in Barbados and the Eastern Caribbean) said that in her experience, the Resident Coordinators did not have the tools they needed. They received very little substantive support and had to be creative in finding resources. UNIFEM thus had a key substantive role in capacity-building and oversight. In practical terms, it would be very difficult to translate the good intentions of international instruments into action without UNIFEM.

49. She urged the United Nations system to take the Resident Coordinators seriously. Instruments designed by governments and civil society were a key tool for accountability and monitoring of the implementation of the Millennium Development Goals. Poverty reduction strategy papers tended to meet narrow World Bank and IMF requirements. Budgets for gender mainstreaming were vital, both in governments and in the United Nations system. In her experience, the culture often did not support sustained implementation of policies, and that problem must be addressed so that it would not be necessary to hold the same discussion in twenty years. Gender equality was key to every element of development work.

50. **Ms. Tuladhar** (Senior Gender Specialist, ILO Bureau for Gender Equality) said that the system had reached a critical juncture where a practical orientation was needed that included demystification, accountability for how mechanisms actually worked, and institutionalization of change in organizations.

*The meeting rose at 6 p.m.*